

Refirement eZine February 2008

Life has certainly started with some interesting challenges this year for all South Africans. I am calling this latest round of challenges the BLACK HOLE. The majority of individuals, that I chat to see only negative future scenarios. I always chose to see my glass half full and ask what about this scenario is positive and how can we as South Africans turn this situation around?

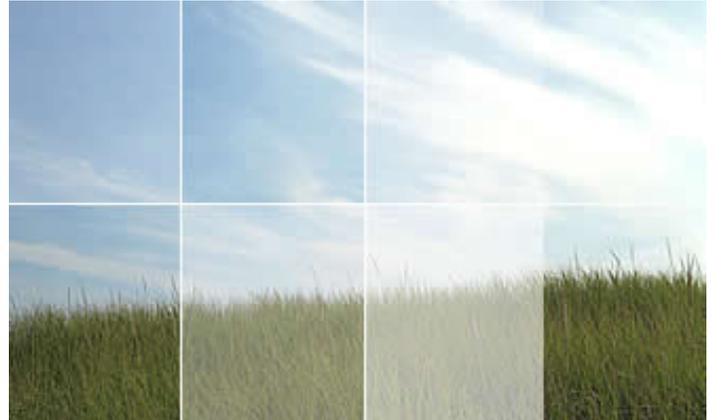
The decision not to plan the building of new power stations ten years ago cannot be turned around in an instant. However the use of ALL skills available locally should be harnessed at a time like this. I am starting to get calls about skilled individuals from my data base. This is a sign of supply and demand. Please ensure that your skills are listed so that you are on my radar. Engineers seem to be critical as well as middle management skills. Please see article about how IMB tackled this process in the USA.

The first Refirement Café event last week was a great success. In spite of no electricity, 16 people turned up and we had a great afternoon debating the following question... What opportunities and challenges does the Baby Boomer Generation face as they head towards the next life stage that will be different from our grandparents and great grandparents? There was a common thread, some great discussion and much networking that took place. The next event will be at the same venue on 21 February 2008, Mugg and Bean, Broadacres from 14h00 till 16h00. I would love to welcome you at the event. If you live in another part of the country and have an interest in this kind of event, please let me know. After three months we will roll out this process to other areas.

The bookings are going well for the Refirement Conference. Please pass these details on to any organization dealing with Baby Boomers as clients or employees. The individual Boomer will also benefit and enjoy the event. Please see more details attached.

May 2008 be a year of change and growth. Look for the positive, dig deep and help those around you bring about the change we all desire.

Lynda Smith



Come join us for two hours of Networking & Conversation...

Where: Mugg and Bean,
Broadacres, JHB



When: 21 st February 2008

Time: 14h00 – 16h00

RSVP: lynda@refirementnetwork.com



Attention all Baby Boomers, Companies marketing to Baby Boomers and Corporations employing Baby Boomers. Come and join us for our first Conference. **Read more...**

The IMB Solution to the Skills Shortage

The following story has been taken out of a book I have just finished reading. The Boomer Century 1946-2046 by Richard Croker.

One of the farsighted companies that is taking a lead in setting up “mechanisms and support systems” for boomers to step into the next phase of life is IMB. IBM’s mature engineers suggested that the company find a way to ease the difficult transition time and to build a pathway, leading from one career to another. They have developed a pilot program called “Transition to Teaching.” They have also identified the crisis in schools and the quality of teachers. Jobs requiring science, engineering and technical training is increasing and students need to be prepared with excellent grounding in science and mathematics.

IBM is building a bridge from IBM to high schools. Employees who want to continue to work and add value are given the opportunity to have some flexibility in their work schedule and attend classes on how to teach. When they leave their role in formal employment with IMB they can now take up a position teaching these important subjects to the next generation. They bring their real life experiences into the classroom.

I dream about this type of vision amongst South African companies. If the major player in each industry rose to the challenges we face, I believe we can again start to be proud of our nation and start to help build a future for the next generation.

Life is not a Dress Rehearsal

I move around a lot and chat to many about their lives and plans for the future. I am amazed at some of the answers I get. Many are enthusiastic and energetic, others are already depressed and de-motivated and some seem to be living for today and do not want to discuss any plans for the future.

I understand that life is complex and that situations can change in an instant. However I also believe that many wait for life to happen rather than being an active player in planning their future.

There is a real mixture of baby boomers with different sets of circumstances.

Here are a few that I have encountered.

- Counting the days till formal retirement after 30 to 40 years with one employee.
- Stressed out from the pressures of corporate life and leaving before they should.
- Retrenched and empty view of the future, blaming the current political situation.
- Retrenched and now an entrepreneur- asking oneself the question – Why did I not do this sooner?
- The husband can’t wait to retire and the wife wants to build a career.
- The wife finds herself alone, needs to work and the husband has gone off with a younger wife.
- The husband with second and third wives finds themselves having to work to sustain the young children.
- Caught in the trap of poor investments and needing to work forever.
- Retired and bored with no reason to see a great future.

I have sketched some extreme examples but all of them are real and we all know people like this. Communication, self awareness and planning are just three of the skills that can help you to change your picture. Time and energy is necessary to work on your life plan and to ensure that you land up as close to the picture you would like for your future.

In the work that I do on the 15 Success Factors for Retirement, one is able to get a Big Picture view of your own life and with time on your side you stand a better chance to reach the right destination. Please feel free to contact me if you need more details.

Enjoy this one life that you have been blessed with. There is no second chance. Life is precious. Make the most of every day and each person in your life. It is worth the time and effort to design the life you were meant to have.



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